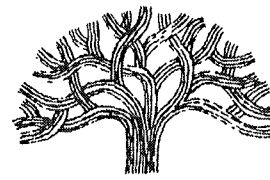


FILED
OFFICE OF THE CITY CLERK
OAKLAND

CITY OF OAKLAND



CITY HALL
REBECCA KAPLAN
At-Large
atlarge@oaklandnet.com

18 MAY 31 PM 3:32

FRANK H. OGAWA PLAZA • OAKLAND, CALIFORNIA 94612
(510) 238-7008
FAX: (510) 238-6910
TDD: (510) 839-6451

Date: May 31, 2018
To: City Council
From: Councilmember Kaplan
Re: RESOLUTION DIRECTING THE IMPLEMENTATION OF CHANGES TO REMEDY THE UNDER-REPRESENTATION OF WOMEN, OAKLANDERS, AND AFRICAN AMERICANS IN THE OAKLAND POLICE DEPARTMENT

Dear Colleagues on the City Council and Members of the Public,

Oakland is proud to be one of the most diverse cities in the nation, and it is important that the Oakland Police Department (OPD) reflects and respects this diversity. For this reason, I have been working with OPD to diversify their recruitment efforts and improve their hiring practices, to achieve a force where people of color, women, and lesbian, gay, bisexual, and transsexual (LGBT) people are better represented.

This Resolution would implement changes designed to achieve a police force representative of our City's diversity and values. It would accomplish these goals by:

- Urging OPD to seek a goal that at least 50% of new hires will have some connection or history with the City of Oakland, and explore additional strategies to mitigate the underrepresentation of people of color, women, and LGBT people in the department; and
- Prohibiting OPD from using marijuana consumption, student loans, or other qualifying debts, as a factor for rejection; and
- Requesting the City Administration research and report back to Council strategies to improve recruitment screening for attitude issues towards women and the Oakland community; whether the minimum age for applicants should be raised; whether applicants are asked whether they have engaged in sexual conduct with a minor; and the possibility of instituting a home buyer assistance or subsidized housing program to incentivize and enable new recruits to live locally in the City of Oakland.

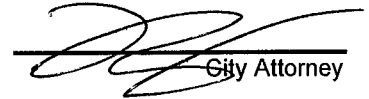
Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Rebecca Kaplan".

Councilmember At-Large Rebecca Kaplan

FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL


City Attorney

18 MAY 31 PM 3:32

RESOLUTION No. _____ C.M.S.

Introduced by Councilmember Kaplan

RESOLUTION DIRECTING THE IMPLEMENTATION OF CHANGES TO REMEDY THE UNDER-REPRESENTATION OF WOMEN, OAKLANDERS, AND AFRICAN AMERICANS IN THE OAKLAND POLICE DEPARTMENT

WHEREAS, the Oakland Police Department contains very few people who live in, have lived in, or have connections with the City of Oakland; and

WHEREAS, Oakland is one of the most diverse cities in the nation, but people of color, women, and lesbian, gay, bisexual, and transsexual (LGBT) people are underrepresented in the Oakland Police Department; and

WHEREAS, recent scandals indicate that the Oakland Police Department's hiring process fails to adequately screen applicants for problematic attitudes, including disrespect for the Oakland community, alcohol problems, and sexual misconduct; and

WHEREAS, the Oakland Police Department's lack of diversity and connections to the City of Oakland perpetuate a sense of disconnect between our community and the police department; and

WHEREAS, possessing student loans and other debt can negatively affect an otherwise qualified applicant's application to the Oakland Police Department; now, therefore be it

RESOLVED, that the Oakland City Council recommends the Oakland Police Department be prohibited from using marijuana consumption as a factor for rejection; and be it

FURTHER RESOLVED, that the Oakland City Council recommends the Oakland Police Department be prohibited from using student loans as a factor for rejection; and be it

FURTHER RESOLVED, that the Oakland City Council recommends the Oakland Police Department be restricted from using debt as a factor for rejection where debt is due to a lack of income that would be solved by obtaining a job as a police officer; and be it

FURTHER RESOLVED, that the Oakland City Council recommends the Oakland Police Department seek a goal that at least 50% of new hires will have some connection or history with the City of Oakland, or live or have lived in Oakland; and be it

FURTHER RESOLVED, that the Oakland City Council recommends the Oakland Police Department expand outreach and explore additional strategies to mitigate the underrepresentation of people of color, women, and LGBT people in the department; and be it

FURTHER RESOLVED, that the Oakland City Council requests the City Administration review whether any other factors are disproportionately excluding Oakland residents, people of color, women, and LGBT people in the department, and report back to Council on this within 3 months of the passage of this Resolution; and be it

FURTHER RESOLVED, that the Oakland City Council requests the City Administration research additional strategies to improve recruitment screening for attitude issues towards women and the Oakland community, including discerning the applicant's attitude towards sexual misconduct and alcohol problems, and report back to Council on this within 3 months of the passage of this Resolution; and be it

FURTHER RESOLVED, that the Oakland City Council requests the City Administration explore whether the minimum age for applicants should be raised, and report back to Council on this within 3 months of the passage of this Resolution; and be it

FURTHER RESOLVED, that the Oakland City Council requests the City Administration research whether applicants are asked whether they have engaged in sexual conduct with a minor and whether these questions are to be asked going forward, and report back to Council on this within 3 months of the passage of this Resolution; and be it

FURTHER RESOLVED, that the Oakland City Council requests the City Administration research the possibility of instituting a homebuyer assistance or subsidized housing program to incentivize and enable new recruits to live locally in the City of Oakland, and report back to Council on this within 3 months of the passage of this Resolution.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GIBSON MCELHANEY, GUILLEN, KALB, KAPLAN,
AND PRESIDENT REID

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California